

# Fiscal Note

*Fiscal Services Division*



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**SF 2259** – Employment, Fair Opportunities (LSB 5090SV)  
Analyst: Beth Lenstra (Phone: 515-281-6301) ([beth.lenstra@legis.state.ia.us](mailto:beth.lenstra@legis.state.ia.us))  
Fiscal Note Version – New

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## **Description**

**Senate File 2259** prohibits employment discrimination based on an individual's unemployment status. The Bill prohibits an employer or employment agency from publishing an advertisement for employment that requires applicants to be employed. The Bill also prohibits an employer or employment agency from failing to consider or hire an individual based on their unemployment status. The Office of the Attorney General is required to provide enforcement.

## **Background**

- **Senate File 2259** is partially modeled after New Jersey's law. However, New Jersey's law is limited to publishing. This proposed legislation also prohibits failing to consider or hire unemployed individuals.
- New Jersey has had one complaint under its law since July 1, 2011. The New Jersey Department of Labor assessed a penalty of \$1,000 against the employer. The employer is contesting the assessment on the grounds that the law is unconstitutional.
- The number of long-term unemployed (27 weeks or more) people in Iowa was 33,900 in 2010 and 32,800 in 2011.

## **Assumptions**

- The number of unemployed people that file complaints with the Office of the Attorney General cannot be estimated.
- The Office of the Attorney General indicates it will investigate all complaints.
- The Office of the Attorney General may need to hire additional staff depending on the volume of complaints. Staffing needs may include an Assistant Attorney General 2 (\$74,500), an Investigator 2 (\$52,000), and a part-time Legal Secretary 2 (\$42,000) plus overhead costs of \$5,000 per employee.

## **Fiscal Impact**

The fiscal impact will depend on the volume of complaints filed. The General Fund cost is expected to range from a minimum of \$0 to \$182,000 depending on the number of complaints filed and the subsequent staffing needs of the Office of Attorney General.

## **Sources**

Office of the Attorney General  
State of New Jersey Department of Labor  
Iowa Workforce Development

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/s/ Holly M. Lyons

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The fiscal note for this bill was prepared pursuant to [Joint Rule 17](#) and the correctional and minority impact statements were prepared pursuant to [Section 2.56, Code of Iowa](#). Data used in developing this fiscal note is available from the Fiscal Services Division of the Legislative Services Agency upon request.

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